

**Minutes**  
**Committee on Equal Opportunities**  
**Council on Postsecondary Education**  
**June 16, 2009**

The Committee on Equal Opportunities met April 20, 2009, at Eastern Kentucky University, Richmond, Kentucky. Chair Phyllis Maclin presided.

**Roll Call**

Members present: Phyllis Maclin, Jerome Bowles, Chris Crumrine, Raoul Cunningham, Lisa Osborne, Wendell Thomas, Joseph Weis, David Welch, Abraham Williams, Charles Whitehead, and Rep. Carl Rollins.

Members absent: John Johnson.

**Approval of Minutes**

The minutes of the February 16, 2009, meeting were approved as distributed.

**Action: Morehead State University Qualitative Waiver**

Recommendation: The committee recommended to the CPE that a qualitative waiver be granted to Morehead State University to implement new academic programs during calendar year 2009.

Dr. Wayne Andrews, president Morehead State University presented information in support of a qualitative waiver. MSU failed to make adequate progress on four of the eight plan objectives retention of first-year Kentucky resident African American students; retention of all Kentucky resident African American undergraduate students; six-year graduation for degree-seeking Kentucky resident African American students (2002 cohort); and employment of African Americans as executive, administrative, and managerial staff. President Andrews noted that MSU has continually provided the resources needed to achieve the objectives established by the plan. However, sometimes the level of student preparation has been very difficult to overcome.

The president's report included information related to the analysis of data to identify the sources of the challenges facing the institution and to map out approaches that will yield the results necessary to improve the university's standing in these areas. To yield better retention rates the university is exploring ways to better align admission with available support programs and resources. This includes more direct intervention programs for students who are admitted, including being more intrusive in the daily lives of students. The summer access program implemented by MSU to bring students with one or two developmental education needs to the campus during the summer for intensive instruction is working

but needs to be expanded. MSU has consolidated all minority services in one location; there is a full time minority retention specialist, learning labs, student success services, minority leadership caucuses, and the list goes on. While these are good efforts, they have not been sufficient to achieve what is desired, which is that every student attracted to the university graduate. The budget for the program is nearly \$900,000 for FY 10.

When looking at the options to support more diversity, MSU has taken to heart suggestions and recommendations of the Committee on Equal Opportunities to conduct exit interviews with students who drop out and faculty or staff who choose to leave to assist the institution's efforts to provide the nurturing environment to support a diverse student, faculty, and staff. Also, the university has interfaced with the local community to stress the importance of supporting MSU's efforts in this regard. The university's mission and core values speak directly to the value of diversity. Ethnic individuals are respected throughout the institution and from an institutional perspective are important to all and continue to be a high priority.

CEO members raised several questions for clarification purposes. The president noted that one major challenge for MSU is the ethnic demographics of the service area. However, MSU has experienced good attendance with diversity day, recruitment opportunities, an early alert program, and adding a new recruiter. Also, MSU anticipates positive results from its summer experience program, which is patterned after a similar program at KSU. MSU is reconsidering how diversity training is made available to faculty and staff. Further, with regard to recruitment of faculty and staff, MSU has successfully used the SREB doctoral scholars program.

President Andrews noted that because of the importance of the chief diversity officer position he will move to fill the position as quickly as possible. This would require going outside established protocol (so as soon as we can identify a new person, we will move forward with the employment process. I was very disappointed that we lost the chief diversity officer and in the way it happened. So please if you have suggestions.)

At the conclusion of the discussion Mr. Cunningham summarized the committee's concerns: "I am concerned that we have a request for a waiver and understand the implications it has for MSU, I am equally concerned about how MSU will address the objectives it has failed to achieve, -will the granting of a waiver help the university? Or will the denial of a waiver enhance it, and I think that's the dilemma the committee is faced with. We want MSU to succeed, we want all the universities to succeed. How do we help this university today achieve this objective?"

Mr. Jackson explained the actions required of the committee with regard to the waiver requested by MSU. The committee could adopt one of three motions to be reported to the Council on Postsecondary Education.

1. The committee can recommend to CPE that a waiver be granted.
2. The committee can recommend to CPE that a waiver not be granted.
3. The committee can choose to table the request, ask the university to implement some of the suggested actions, and come back to the June or August meeting to report. At that time the committee can choose to make a recommendation to CPE to grant or not grant a waiver. The committee has acted to table a waiver request on one previous occasion.

Motion: Mr. Whitehead moved to recommend to CPE that a waiver be granted. Mr. Welch seconded the motion.

VOTE: The motion failed due to a tie vote. No other motions were made relative to this matter.

#### Discussion: Statewide Diversity Plan Collaborators

Mr. Jackson reported that the CEO is soliciting input from various collaborators to inform development of a mission, vision, core values, and definition of diversity that will undergird a diversity plan for public postsecondary education in Kentucky.

To facilitate the discussion process, the draft statements have been shared with collaborators, institutional presidents, provosts, legal counsels, and members of the general public as the beginning point for discussion and offering of recommendations for consideration by the CEO and CPE as elements in a diversity plan. The draft statements are a product of input from the above collaborators filtered through CPE staff and institutional equal opportunity representatives.

The information presented is a continuation of the process of seeking input from a broad array of collaborators to inform the process for developing a diversity plan. Comment will be used to further clarify the primary plan elements, which will remain a work in progress until (to the extent possible) all collaborators have had an opportunity for input. The committee invited representatives of the Kentucky Long-Term Policy Research Center and the Kentucky State Data Center and former members of CPE/CEO to make comments regarding the development of a statewide diversity plan. Following is a summary of comments.

*Kentucky Long-Term Policy Research Center*

Ms Michel Smith Mellow addressed the committee on behalf of the commission and noted that:

- The “Measures and Milestones” report noted in 1994 that Kentucky is a very homogenous state and needs to have greater diversity to be competitive in attracting new business and industry; that statistic is still viable today.
- Because the future of our nation is tied to the global economy, and in spite of its structural weaknesses, the economy is going to be defined by and the pressure points are going to be driven by diversity. More diverse and educated citizens are needed to keep the Kentucky economy competitive.
- Education is tied to how we change things, because education “pays” and the data clearly shows that a high school education is really not going to take you very far in our economy any longer; access and success in postsecondary education is going to be the key in the future of Kentuckians.
- Diversity is important in the recruitment of business and industry to Kentucky as shown by the trend analyses.
- Parents are the best examples for students pursuing postsecondary education; help adults return to postsecondary education the primary impediment is child care.

*Kentucky State Data Center*

Mr. Ron Crouch presented information to the committee on behalf of the State Data Center. Mr. Crouch noted:

- Identified the new trends in demographics specifically being experienced by Kentucky Hispanics are the fastest growing minority and African Americans are still the largest minority.
- Kentucky suffers in the race to attract business and industry because of its low investment in educating students, particularly low-income students and students from families of color. More needs to be done in this area.
- Provided additional statistics and references to support the need for additional attention to education of poor and children of color.

*Former Members of CEO/CPE*

Six former members of the CEO/CPE addressed the committee regarding the proposed development of a new diversity plan: Marlene Helm, Hilma Prather, Walter Baker, Steve Barger, William Wilson, and Lois Combs Weinberg. They noted:

- Kentucky cannot rest on its laurels; the diversity plan is needed to further enhance its position and to prevent backsliding.
- Special attention is still needed with regard to the status of Kentucky resident African Americans. Performance should be

specifically monitored and a report made regarding all ethnic minority students.

- Hispanics should have a prominent place in a statewide diversity plan.
- A representative from the Kentucky Department of Education should be added to the Committee on Equal Opportunities.
- The diversity plan should continue to have consequences and accountability; accountability should be specifically included in the plan; access is not enough but should also address affordability.
- Should keep focus on African Americans; do not dilute but also be more inclusive.
- Make reporting less onerous on institutions but add more best practices information to help institutions do better.
- Plan should focus more on pipeline issues.
- Include more rewards for performance, not more punitive actions.
- Curriculum should reflect more diversity, create and host more conversations about race, help P-16 councils address this issue, and build partnerships with business and industry.

Discussion: Statewide Diversity Plan CEO Comments (Vision, Core Values, and Definition of Diversity)

Mr. Jackson reported that the information presented in this item was reviewed by the plan legal principles committee, the plan/policy review committee, the conference of presidents, institutional legal counsels, institutional representatives to CEO, CPE staff, and others. The draft statements included in this agenda item are a product of input from the above collaborators filtered through the CPE staff and institutional equal opportunity representatives.

Input received was used to further clarify the primary plan elements, which will remain a work in progress until, to the extent possible, all collaborators have had an opportunity for input. The workgroup, responding to a strong recommendation from the conference of presidents, has endeavored to preserve/address the principal policy of The Kentucky Plan to continue to focus on access and equal opportunity for African Americans and underserved groups that have experienced historical patterns of discrimination and exclusion. The draft elements are a consensus recommendation of the CPE staff/institutional equal opportunity representatives' workgroup and are presented to the committee for review and comment.

Recommended Report Name: Kentucky Public Postsecondary Education Diversity Plan

Definition: Diversity, for purposes of this plan, is an essential characteristic in building an inclusive community of people with

varied human differences and world views that honor and respect those differences in a safe, supportive, and nurturing environment for living, learning, and working.

Vision: Postsecondary education, through its institutions, will enhance the Commonwealth by embracing, valuing, respecting, and promoting diversity and educational excellence to increase economic viability and social inclusion.

Core Values: Valuing a diverse student body, faculty, staff, administrators, and citizenry is a vital principle in the education and economic development environment of the Commonwealth. The following values shape the priorities and guide decisions in fulfilling the Commonwealth's vision of diversity.

- Value diversity as a vital component in the state's educational and economic development.
- Continue to focus on access and equal opportunity for African Americans and underserved groups that have experienced historical patterns of discrimination and exclusion.
- Respect personal uniqueness and differences.
- Encourage intellectual and creative freedom.
- Challenge stereotypes and promote awareness and inclusion.
- Prepare students to live and work in a diverse global society.
- Promote access and high expectations, and support student success.
- Support community engagement, civic responsibility, and service that advance diverse and underserved population groups.
- Implement assessment and accountability measures that document the progress and outcomes of diversity efforts.
- Foster a campus climate that supports collegiality, collaboration, and civility.

#### Plan Development Chronology:

October 2008 CEO agrees on a broad outline to develop a diversity plan.

November/December 2008 CPE/institutional representatives' workgroup creates a detailed outline for developing a statewide diversity plan.

December 2008 CEO holds a special meeting to receive recommendations from the conference of presidents diversity committee.

January 6, 2009 CEO holds a special meeting to act on a recommended detailed action plan to develop a diversity plan submitted by the CPE staff/institutional equal opportunity representatives' workgroup.

January 16, 2009 CPE accepts the detailed action plan to develop a diversity plan as recommended by the CEO.

February 16, 2009 CEO holds its first session at which input is offered by external collaborators (The Kentucky Association of Blacks in Higher Education) and by representatives of EKU, KCTCS, KSU, MoSU, MuSU, NKU, UK, UofL, and WKU.

March 6, 2009 CEO provides a status report to CPE and a request for input to clarify proposed plan development by CEO and its collaborators.

April 1, 2009 Conference of president's diversity committee presents its report to the conference of presidents and asks for further review, clarification, and input to guide plan development.

April 7, 2009 Revised plan elements are forwarded to the presidents, the institutional representatives, the legal counsels, the CEO legal principles committee, and the CEO plan/policy committee for review and comment.

The CPE staff/institutional equal opportunity representatives' workgroup meet once each month and by conference call twice each month to discuss and revise the plan elements in light of the information, comments, recommendations, and other data received from collaborators and constituents.

The next steps are:

- Continue to receive input from collaborators and other constituent groups.
- Report final draft of working definitions to CPE May 2009.
- Report first draft of objectives and implementation strategies to CPE July 2009.
- Report first draft diversity plan to CPE September 2009.
- Report final draft of the diversity plan to CPE November 2009.
- Submit diversity plan recommendations to CPE January 2010.

The committee did not suggest any changes to the draft plan elements but directed the workgroup to move forward with plan development.

Status: Kentucky Plan  
Support Programs

Mr. Jackson reported on the status of the following support programs.

SREB Doctoral Scholars Program: The Commonwealth has 16 applications from prospective scholars to fill two new scholarship slots and two new dissertation fellows slots for fall 2009. The Council on Postsecondary Education, the University of Kentucky, and the University of Louisville are in the process of selecting scholars to participate in the Southern Regional Education Board Doctoral Scholars Program in academic year 2009-10. The specific areas of concentration supported by the program are science, mathematics, education (math or science), and engineering. As of October 2008, a total of 85 scholars have been served by the Commonwealth, including 38 graduates; a total of 47 students are currently matriculating. Kentucky postsecondary education currently employs 16 SREB graduates.

Governor's Minority Student College Preparation Program Annual Conference: Murray State University will host the 9<sup>TH</sup> Annual Statewide Conference of the Governor's Minority Student College Preparation Program. The conference is tentatively scheduled to be held on the Murray campus June 8-9, 2009. Approximately 200 middle and junior high school students are expected to participate. Conference planning is underway.

GMSCPP Academically Proficient African American High School Senior and Junior Conference: There are 180 students and parents registered to attend the 22<sup>ND</sup> Annual Academically Proficient African American High School Senior and Junior Conference hosted by the University of Kentucky. The conference is scheduled to be held June 12-13, 2009. The expected attendance for the conference is 300 students, parents, and college representatives. Student and parent notification and conference planning is underway.

Status: Waivers of KRS  
164.020 (19)

Mr. Jackson reported that the Council has authority to grant a temporary waiver of the requirements of KRS 164.020(19). Administrative Regulation 13 KAR 2:060 establishes criteria for determining an institution's compliance with equal opportunity objectives and for the granting of a temporary waiver to a state-supported postsecondary education institution that has not met its objectives.

No institution has implemented new academic programs under the waiver status during the 2009 calendar year.



Status: 2009 Campus Visit  
Schedule

Mr. Jackson reported that because the committee will be heavily engaged in plan development, taking of testimony, and reviewing studies, and the General Assembly is in session, the CEO should discuss postponing spring campus visits and reconsidering the campus visit issue at the August retreat.

The committee agreed to revisit the campus visit schedule during its retreat in August.

Information: General  
Information and News  
Articles

Articles and reports about access and equal opportunity of general interest to the committee and its work were provided for information.

Adjournment

The meeting adjourned at 12:15 p.m.